ensure that opportunities for securing justice are not denied to any citizen by reason of social, economic or other disabilities and for matters connected therewith or incidental thereto be passed."

The question was put and the motion was adopted

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MESSAGE FROM LOK SABHA

The Unorganised Workers' Social Security Bill, 2008.

SECRETARY-GENERAL: Sir, I have to report to the House the following message received from the Lok Sabha, signed by the Secretary-General of the Lok Sabha:

"In accordance with the provisions of rule 120 of the Rules of Procedure and Conduct of Business in Lok Sabha, I am directed to inform you that Lok Sabha, at its sitting held on the 17th December, 2008, agreed without any amendment to the Unorganised Workers' Social Security Bill, 2008, which was passed by Rajya Sabha at its sitting held on the 23rd October, 2008."

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STATEMENTS BY MINISTERS

(i) Status of implementation of components of Bharat Nirman relating to Ministry of Rural Development; (ii) Status of implementation of Indira Gandhi National Old Age Pension Scheme (IGNOAPS); (iii) Status of implementation of National Rural Employment Guarantee Act (NREGA)

ग्रामीण विकास मंत्री (श्री रघुवंश प्रसाद सिंह): उपसभापति महोदय, मैं निम्नलिखित वक्तव्य सभापटल पर रखता हूं:—

(i) ग्रामीण विकास मंत्रालय से संबंधित भारत निर्माण के संघटकों के कार्यान्वयन की स्थिति। [Placed in Library. *See* No. L.T. 10,001/08]

(ii) इंदिरा गांधी राष्ट्रीय वृद्धावस्था पेंशन योजना (आई.जी.एन.ओ.ए.पी.एस.) के कार्यान्वयन की स्थिति। [Placed in Library. *See* No. L.T. 10,002/08]

(iii) राष्ट्रीय ग्रामीण रोजगार गारंटी अधिनियम (एन.आर.ई.जी.ए.) के कार्यान्वयन की स्थिति। [Placed in Library. *See* No. L.T. 9794/08]

Revision of Pay Scales of Teachers in Universities and Colleges

THE MINISTER OF STATE IN THE MINISTRY OF HUMAN RESOURCE DEVELOPMENT (SHRIMATI D. PURANDESWARI): Sir, this august House has expressed its concern, from time to time for the need to strengthen the quality of higher education in the country. One of the critical factors affecting the quality of universities and institutions imparting higher education, is our inability to attract and retain young and talented persons to the teaching profession, leading over a period of time to shortage of teachers in central as well as state universities and other higher educational institutions. It is estimated that in Central Universities and constituent colleges

thereof, approximately, twenty-five percent of posts of teachers are lying vacant. Vacancies in teaching posts in State level instutions are known to be even higher.

2. As a sequel to the Sixth Central Pay Commission, the University Grants Commission (UGC) had constituted a Pay Review Committee under the Chairmanship of Prof. G.K. Chadha, Member, Economic Advisory Council to the Prime Minister on 6th September, 2007 for recommending, among other things, the ways and means of attracting and retaining talented persons in the teaching profession and furtherance of research in the University system. The Committee submitted its report to the University Grants Commission on 3rd October, 2008 and the UGC furnished its recommendations on 10th October, 2008. An Empowered Committee was constituted on 10th October, 2008 and based on its recommendations, the proposals formulated by the Ministry were considered by a Committee of Secretaries in its meeting held on 5th December, 2008. I am happy to inform the House that Ministry's proposals have since been approved by the Cabinet on 15th December, 2008. I also take the sopporutnity to share the important features of the revised pay scales and service conditions for teachers in Universities and Colleges as approved by the Government:—

(i) There shall be only three designations in respect of teachers in universities and colleges, namely, Assistant Professors, Associate Professors and Professors.

(ii) No one shall be eligible to be appointed, promoted or designated as Professor, unless he or she possesses a Ph. D. and satisfies other academic conditions, as laid down by the University Grants Commission. This shall, however, not affect those who are already designated as 'Professor.'

(iii) In place of "Grade Pay" as applicable to Central Government employees, the term "Academic Grade Pay" (AGP) shall be used for the teachers and equivalent positions. Different Grade pays of Rs. 6000, Rs. 7000, Rs. 8000, Rs. 9000, Rs. 10,000 and Rs. 12000 have been approved as AGP for teachers and equivalent positions.

(iv) Higher Academic Grade Pay of Rs. 6000 has been recommended for all Assistant Professors at the entry level so as to make it more attractive compared to the entry level Grade Pay for the Civil Services and other professionals under the Sixth Central Pay Commission.

(v) Five non-compoundable advance increments shall be given (as against 4 at present) at entry as Assistant Professor for the degree of Ph.D. obtained in the relevant discipline and if the same is from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation of the degree of Ph.D. At entry level, teachers possessing M.Phil or post graduate degrees such as M.Tech/LL.M. *etc.*, in the relevant professional courses as approved by the relevant statutory councils shall be given 2 non-compounded advance increments. Those who acquire these degrees in the relevant discipline while being in service shall be allowed

three non-compounded advance increments for Ph.Ds and one increment for M.Phil or post graduate degree acquired in the relevant professional course such as M.Tech/LL.M. *etc.*

(vi) For the first time ever, posts of Professors shall be introduced in both under-graduate and post-graduate colleges. The number of posts of Professors in UG Colleges shall be 10 per cent of the number of posts of Associate Professors. There shall be as many posts of Professors in PG Colleges as the number of Departments.

(vii) Ten percent of the posts of Professors in universities shall be in higher Academic Grade Pay of Rs. 12000 with prescribed eligibility conditions.

(viii) NET shall be compulsory for appointment at the entry level of Assistant Professor, subject to the exemptions to Ph.Ds in respect of those persons obtaining the award through a registration, course-work and evaluation process, as have been/or may be laid down by the UGC through its regulations, and so adopted by the University. NET shall not be required for such Masters' Programmes for which NET is not available.

(ix) Those who are presently working as Lecturer (Selection Grade) or Reader shall continue to be so designated till they are eligible for the post of Associate Professor.

(x) Parity between teachers and the Librarians/Directors of Physical Education shall be maintained, except for the age of superannuation, which for Librarians/Physical Education personnel shall continue to be 62 years.

(xi) Though the posts of Registrars, Finance Officer, Controller of Examinations, Deputy Registrars and their equivalent posts were not within the purview of the Pay Review Committee of UGC, their pay scales have also been decided by the Cabinet.

(xii) According to the past practice, financial assistance will be provided by the Central Government to the State Governments which may opt for these revised pay scales, to the extent of 80 per cent of the additional expenditure involved in the implementation of the revision for the duration from 1.1.2006 to 31.3.2010, subject to the condition that the entire pay revision/pay scales package scheme, together with all the conditions laid down in this regard by the UGC by way of Regulations, and other reform measures are implemented by the State Governments as a composite scheme. However, the State Governments shall be free to implement revised scales of pay from a date later than 1.1.2006 and also to prescribe higher scales of pay, depending on their local conditions. However, the Central Assistance shall be limited to the UGC scales of pay and only for the period ending on 31.3.2010.

(xiii) While the revision of pay will take effect from 1.1.2006, the allowances (except DA) and advance increments, *etc.*, shall take effect from 1.9.2008.

(xiv) All prescribed requirements of Selection other than those mentioned above shall continue to be applicable.

3. Under the revised Scheme, Assistant Professors have been placed in the Pay Band of Rs. 15600-39100 entering at the AGP of Rs. 6000. A teacher with a Ph.D. degree can move from the post of Assistant Professor to Associate Professor after completion of 12 years of service as Assistant Professor, spending 4 years at the AGP of Rs. 6000, 5 years at the AGP of Rs. 7000 and 3 years at the AGP of Rs. 8000. Teachers with M.Phil and those with a post graduate degree in a professional course entering as Assistant Professors can become Associate Professor after 13 years of service. Those with neither Ph.D. nor M.Phil, *etc.*, shall qualify to become Associate Professor after 14 years of service as Assistant Professor.

The Associate Professors have been placed in the Pay Band of Rs. 37,400-67,000 with Grade Pay of Rs. 9,000. While, under the existing scheme, teachers without Ph.D. could rise up to the post of Lecturer (Selection Grade), they can now go up to the level of Associate Professor, based on the prescribed selection process.

As against a period of 17 years for a teacher possessing Ph.D. at the entry level to be eligible to become Professor through selection, the present decision of the Government would enable them to be selected as Professor after 15 years.

A teacher with 10 years as Professor would be eligible to be considered against 10 per cent of the posts in the higher Academic Grade Pay of Rs.12000.

4. Sir, we have begun a process of restoring the dignity and pride in being associated with the teaching profession. This decision to improve pay and other emoluments and to provide more attractive service conditions to the teachers is only one of the several steps required to attain the broader objective of improving the quality of higher education. This august House would, I hope, agree that this is a significant step towards that goal. I place on record my gratitude for permitting me to make this statement amidst important Business before the House. [Placed in Library. *See* No. L.T. 9804A/08]

THE MINISTER OF STATE IN THE MINISTRY OF PARLIAMENTARY AFFAIRS (SHRI V. NARAYANASAMY): Sir, let the hon. Minister read the introduction first, then, we can continue it tomorrow. ..*(Interruptions)*..

SHRI S.S. AHLUWALIA (Jharkhand): Sir, the point is, we are going to take up the Home Ministry's Bill tomorrow. So, we can discuss both of them together. There is no problem. ...*(Interruptions)*... One minute. The point is, we are not running away. I assured you that we would pass the Bill. So, we will pass the Bill. We cannot start the discussion at quarter to six. We are not running away. You list it again for tomorrow. What is the problem?

SHRI V. NARAYANASAMY (Puducherry): Sir, it was decided at the Business Advisory Committee meeting that we could sit a little late also. That was agreed. Let the hon. Minister make the preliminary remarks. Members can speak tomorrow. What is the problem in this?

SHRI S.S. AHLUWALIA: We will do it tomorrow. There is no problem. What is the hurry? Why is there a suspicion?

SHRI V. NARAYANASAMY: I am telling you about the procedure. Who is suspecting you? We are not suspecting you. I am telling you about the procedure.

SHRI S.S. AHLUWALIA: What is the procedure? Sir, the procedure is, you seek the sense of House whether they want to sit and discuss this matter or not. I have to initiate the debate. And, I am saying, tomorrow we will do it. What is the problem?

SOME HON. MEMBERS: We will take it up tomorrow.

MR. DEPUTY CHAIRMAN: The House stands adjourned to meet tomorrow at 11.00 a.m.

The House then adjourned at forty-three minutes past five of the clock till eleven of the clock on Thursday, the 18th December, 2008.